

news

January, 1955

Ruth M. Boyles, R.N.

Lucy Lee Knox

Mrs. Frances S. McConnell

Marie J. Showalter, R.N.

C. Margaret Johnson, R.N.

George P. Harris
Mrs. Willetta S. Jones, R.N.
A. Sue Kerley, R.N.
C. Scott Venable

Margaret M. Cheek, R.N.

Vivian M. Culver, R.N.

Howard E. Williams, Chairman
Lucy Boylan, R.N.
Laura S. Breese, R.N.
Lucy Massey, R.N.
Mrs. Frances S. McConnell
Fred A. Whitaker
Elizabeth Winstead, R.N.

better nursing service
for 1955



Everything points to the possibility of a great year ahead. We have excellent leadership nationally, statewide, and locally; programs projected for 1955 have been carefully planned and will be tremendously interesting as well as educational; the Committee on Coordination of Curriculum Study and Development has met and is setting its goals for wide cooperative achievements; and all reports indicate that this year is to be a generally prosperous one.

Now, if every nurse would only join in the effort to make nursing the greatest social force it can be, and if health administrators would take a most active part in this desirable aim as well as giving full encouragement to their staff members to actively participate, then total, high quality nursing care would be a universal reality, not something that is too frequently mouthed rather than practiced.

SOUTHERN REGIONAL CONFERENCE OF STATE LEAGUES FOR NURSING IS HELD

Three members of the NCLN attended the Southern Regional Conference of State Leagues for Nursing, held in Atlanta December 13 and 14, 1954, C. Margaret Johnson, Marie Showalter, and Howard E. Williams. The Kellogg Foundation paid the expenses of two members from each state of the region, which indicates to us the importance that is attached to the activities of the NLN.

The Conference was under the chairmanship of Miss Marion W. Sheahan, Associate General Director and Director, Division of Nursing Services, NLN. Miss Sheahan kept the entire meeting informal, and allowed everyone plenty of opportunity to speak his mind. The first day was largely devoted to organizational problems and to the nursing education on the collegiate level that has been developed in this region through the Southern Regional Board of Higher Education and the Southern Conference of State Leagues. A survey showed that **TEACHERS AND SUPERVISORS ARE THE MOST NEEDED COMMODITY** at the present time. The following universities participated in a cooperative way to give the broadest kind of nursing education possible with the educational facilities presently available: (1) Emory University, (2) Vanderbilt University, (3) University of Alabama, (4) University of Maryland, (5) University of North Carolina, and (6) University of Texas.

Money was provided by the Commonwealth Fund, Kellogg Foundation, the SRBHE, and the six universities for the support of 10 fellowships in each of the participating universities. A pamphlet will be published soon explaining the fellowships, and will be sent to all institutions that might be interested in the programs, according to plans. Those desiring more information about the program may write to Mr. William J. McLaughlin, Southern Regional Board of Higher Education, 830 West Peachtree Street, N. W., Atlanta, Ga. Also, the booklet, League Exchange List No. 4 gives rather complete information and is available from NLN, Two Park Avenue, New York 16, N. Y., priced at \$2.00.

The second day was devoted largely to membership and public relations problems. Some of the suggestions for public relations and membership activities were as follows:

1. Workshops on committee functions and responsibilities, so that the work of committees can be carried on efficiently.
2. Free membership to newly graduated nurses for first year.
3. Television program depicting typical nursing activities. It was stressed that time is more available in the summer, and that even when program times were free, expense for production was necessary.
4. Inter-organizational committees composed of nurses, doctors, and other interested people, for example, NTA and NCLN.
5. Younger members are given committee and project responsibility in some states.
6. Try to interest student nurse groups.

A membership breakdown showed that there are about 18,000 NLN members. Of these, 7,500 are from hospital nursing, 4,000 from public health nursing, and there are about 500 agencies.

There was a brief discussion of the Temporary Accreditation Program. This program is due to end in 1957, and no decision has been made to date concerning the next

procedure. However, the Committee plans on sending a consultant to all temporarily accredited and non-accredited schools to determine how they can improve. It is hoped that the schools will be able to meet accreditation requirements by the end of the three-year period. Also, it is hoped that each state will set up a curriculum committee to have liaison with the national committee.

There was a short discussion of the Nursing Aides Training program. Representatives from different states told how their states had tackled this worthwhile program. For example, in one city of West Virginia, they pooled the resources of five hospitals to send one person to Pennsylvania for instruction. In most states, Vocational Education groups are assisting with the program. It was emphasized that this is not a new group that will be taught, nor are they to be licensed. The program is decidedly in line with our general aim of giving top-notch nursing care to patients.

Among the Headquarters persons that assisted with the meeting was Anna Fillmore, General Director. There were eight in all, and they proved very capable in answering questions to problems posed by representatives.

A final piece of business was the discussion of regional divisions for the NLN. A mimeographed map depicting the tentative proposed regions was given each participant. So many national organizations have found it necessary to have regional structure in order to effectively carry on the business that it is not surprising that we feel the same. The AHA, AMA, APHA, ARC, and U. S. Health, Education and Welfare Department are some of the organizations having regional organizations.

DOES N. C. HAVE A NEED TO PARTICIPATE IN THE NURSING AIDE TRAINING PROGRAM?

The Nursing Aide Training Project is a program sponsored by the American Hospital Association, the U. S. Public Health Service, and the National League for Nursing. This program is designed to bring instruction in nursing techniques to a large group of hospital workers who now give much of the nursing care to patients in all types of hospitals—general, tuberculosis, psychiatric, and nursing homes. The busy staff nurse who has more and more treatments and medications of ever-increasing complexity finds little time to give adequate supervision to those non-professional persons on the staff that give physical care to patients, let alone being able to teach techniques to the new employee. Consequently, these workers receive their instruction from other aides or orderlies. Sometimes it is good but more frequently it is of very poor quality. The patient of course, expects the personal attendants to be very thoroughly trained to give him the kind of care he needs to recover with a measure of comfort and safety. Is his confidence always well placed?

It could be, and with a minimum of expense, if we could see our way clear to join the other states who are participating in the national Nursing Aide Training Project. North Carolina is one of nine or ten states who have not joined this tremendously important program. It is hard to believe that we do not need the program in this state. Any administrator who has seen the broadening of the types of duties that are now performed by these non-professional workers can scarcely be indifferent to the need. It is hard to determine where professional duties start in the nursing field, when you consider what tasks non-professional workers perform in the sundry institu-

tions. An ANA survey shows that 13 of every 23 nursing service personnel are non-nurses. These workers need excellent training. They have wide differences in their formal schooling. The know-how to teach them economically is beyond the scope of the busy ward nurse.

What more economical and sure way of improving the quality of nursing being performed in North Carolina hospitals than for those responsible for these workers to join this excellent national project? But it will take co-operation among the health groups. It will take financing, too. But it is not expensive. Our present method of giving hasty instruction to each new employee as he comes into the service is the expensive kind of training. The poor public relations that poorly trained personnel cause when patients become disgusted with their bungling, the equipment that must be replaced soon because it is misused by unskilled workers; the diseases that are spread by the unknowing hands of the ward worker; these are the uncalculably high prices we pay for our present method of training ward workers in nursing service.

The immediate acceptance and acclaim that the nursing aide training program receives in the states that have used it proves its worth. It is based on the war-proven Job Instruction Training method, with a centrally located workshop course to train nurse instructors to teach the nursing aides who have very wide differences in educational background. Those who wish to learn the full details of the program will find them very well explained in "Hospital Nursing Newsletter" NLN, September, 1954, and January 1955 issues.

Let us make a New Year's resolution to get behind this very worthy and productive program and bring it to North Carolina's health institutions!

EDUCATIONAL INSTITUTE PROVES HELPFUL AND INTERESTING

Reports of the Institute, "The Ways and Means of Implementing the Use of the New Flexible Standards as They Relate to Program Planning, which was held during December, 1954 at Winston-Salem, Charlotte and Raleigh indicate that it was as interesting as such a program can be, and that it stimulated much thought while clarifying problems that participants had in their own school situations. This Institute was given under the joint sponsorship of the N. C. Board of Nurse Registration and Nursing Education and the N. C. League for Nursing. The objective was to help North Carolina schools of nursing to plan a more effective curriculum under the new standards.

An analysis of attendance showed that a total of 304 persons attended the three institutes: Winston-Salem 67, Charlotte 142, and Raleigh 95. Attendance was from 32 schools of nursing, six public health agencies, three hospitals offering affiliation programs and two hospitals without schools of nursing. In the above group were hospital administrators, students in hospital administration, chaplains in hospitals, librarians in schools of nursing, as well as administrators in nursing service, educational directors, instructors, supervisors, head nurses, staff nurses, private and general duty nurses and student nurses. Could there be a more representative cross-section of those influential and interested in the kind of education North Carolina nurses will receive?

The Executive Secretary and the two Educational Consultants from the Office of the Board attended all three meetings and were delighted though a bit amazed at the

degree of diversity in which each program was developed. The lively discussions following the formal presentation of program were most encouraging to the planning committee, who always has to spend so many long hours preparing for the programs.

OPERATING ROOM NURSING INSTITUTE TO BE HELD JANUARY 17, 18, AND 19, 1955

The NCLN sponsored Operating Room Nursing Institute will be held at the School of Nursing, Amphitheatre, UNC, Chapel Hill. The Committee on Program is:

Miss Barbara Bain, Operating Room Supervisor, N. C. Memorial Hospital, UNC, Chapel Hill, Chairman

Mrs. Patty Lewis, Associate Professor, Surgical Nursing, UNC, Chapel Hill

Miss Fanny Corden, Operating Room Supervisor, Watts Hospital, Durham

Mrs. Jessie Romeyn, Operating Room Supervisor, Veterans Administration Hospital, Durham

Mrs. Bonnie Smith, Operating Room Supervisor, Alamance County Hospital, Burlington

PROGRAM

Monday, January 17

8:30- 9:30 Registration in lobby, Nursing School

9:30-10:00 Opening of Institute

10:00-11:30 Role and Relationship in Operating Room Personnel—Miss Frances Ginsberg, O. R. Consultant, Bingham Associates, Boston, Massachusetts

12:00- 3:00 Group Formulation of Questions concerning morning lecture

3:00- 5:00 Questions posed to morning guest speaker with participation of audience.

Tuesday, January 18

9:00-12:00 Operating Room and Recovery Room Emergencies—A panel discussion and questions from the audience moderated by Dr. David A. Davis, Professor of Anesthesiology, UNC

2:00- 5:00 New Trends in Surgery

1. Pulmonary Surgery—Dr. Richard Peters, Prof. Surgery, UNC

2. Cardio-vascular Surgery—Dr. John P. Collins, Chief, Surgical Service, VA Hospital, Durham

3. Treatment of Burns—Dr. Kenneth Pickrell, Prof. of Plastic Surgery, School of Medicine, Duke University

4. Orthopedic Surgery—Speaker to be announced

5. Neurosurgery—Dr. Eben Alexander, Prof. of Surgery and Chairman, Dept. of Neurosurgery, Bowman Gray Medical School, Winston-Salem

Wednesday, January 19

9:00-12:00 Problem Discussion of Sterilization with experts from the commercial sterilizer companies.

Commercial exhibits will be open throughout the institute, displaying new equipment and supplies of interest to operating room persons.

WELCOME, NEW MEMBERS!

We are very pleased to welcome the new members to the NCLN family. They are, as of December 19, 1954: Sadie Ann Bailey, R.N., N. C. Baptist Hospital, Winston-Salem; Badie T. Clark, M.D., Carolina General Hospital, Wilson; Ralph L. Fike, M.D., Woodard-Herring Hospital, Wilson; Ruth L. Hotchkiss, R.N., UNC School of Nursing, Chapel Hill; Mrs. Betty C. Kelehner, R.N., Memorial Hospital, Charlotte; Eileen D. Kiernan, R.N., Duke University School of Nursing, Durham; Mrs. Pauline McCaskey, R.N., Duke University School of Nursing, Durham; Mrs. Anna C. Painter, R.N., Duke University School of Nursing, Durham; Mrs. Ethel W. Stanford, R.N., Methodist Home, Charlotte; Julia B. Schronce, R.N., Methodist Home, Charlotte; Mrs. Lelia B. Thompson, R.N., Lincoln Hospital, Durham; Mrs. Alice A. Underwood, R.N., Cabarrus Memorial Hospital, Concord; Mr. Fred A. Whitaker, 13 Maiden Lane, Raleigh.

Renewals by transfer: Mildred E. Best, R.N., VA Hospital, Salisbury; Lois Bickerstaff, R.N., Rowan Memorial Hospital, Salisbury; Mrs. Hazel S. Hoffman, R.N., Stanley County Hospital, Albemarle; Major Gladys Hanes Thomas, R.N., U. S. Army Hospital, Fort Bragg.

DID YOU KNOW?

Mrs. Lotis M. Campbell, formerly Associate Director, A & T College of N. C., Dept. of Nursing, is now Director, Public Health Nursing, North Carolina College.

F. Jean Williams, who, in the fall of 1953, was assigned to the UNC School of Nursing, by the Dept. of Health, Education and Welfare, U. S. Public Health Service, has been transferred to the N. C. State Board of Health. She is now serving as Educational Consultant and Assistant to the Chief, Nursing Section.

Julia Dupuy Smith was appointed September 1, 1954 to the faculty of UNC School of Nursing as Associate Professor, Field Supervisor in Public Health Nursing. Miss Smith returned to her native state from the University of Michigan where she was associated with the School of Nursing.

We are pleased to announce that Miss Florence E. Sackett, R.N., has accepted the chairmanship of the Committee on Careers and Nurse Recruitment. We feel fortun-

ate that this very important committee is in the hands of such a capable person. Let's ALL help her and her committee.

Throughout the United States, about 90,000 attendants in psychiatric hospital wards have had little or no training for the important work they are doing.

FOR YOUR DATE BOOK

- February 10, 11, 1955—Winston-Salem—Institute on Geriatrics
January 13, 14, 1955—Chapel Hill—Industrial Health Conference
February 23, 1955—Raleigh—Sir Walter Hotel—Annual Public Relations Conference, State Medical Society, Committee on Public Relations
March 31-April 1, 1955—Asheville—Annual Meeting, NCLN
May 2-6, 1955—St. Louis—Biennial, NLN. Keynote speaker will be *Mrs. Oreta Culp Hobby*, Secretary of the U. S. Dept. of Health, Education and Welfare. You will remember her as listed in the AP poll as Outstanding Woman in Her Field (Education) for 1954, and one of the 12 best dressed women of the year. She is also the only woman Cabinet member.
February 9, 1954—Chapel Hill—Adult Education Meeting. Statewide. For details contact Mrs. F. S. McConnell, School of Public Health, Chapel Hill

RESOURCES

Have you seen the new Metropolitan Life materials—
(1) *Your Future and You*. This is a new pamphlet containing helpful suggestions for planning for the years ahead. Good for lay use. (2) *Emotions and Physical Health*. This pamphlet clears up some popular misconceptions about that oft-used term "psychosomatic." Available from Metropolitan Life Insurance Company, New York, N. Y.

Manual for nurses, *Arthritis and Related Disorders*. Medical and Scientific Committee, Arthritis and Rheumatism Foundation, 23 West 45th Street, New York 36, N. Y. (Cost 25 cents)
Book, Perrodin: *Supervision of Nursing Service Personnel*. New York: Macmillan Company, 1954. \$6.

N. C. LEAGUE FOR NURSING

BOX 339

CHAPEL HILL, N. C.

Vivian M. Culver, R.N.
Box 1233
Chapel Hill, N. C.



north carolina league for nursing

news

Vol. 3, No. 2

March, 1955

Let's All Meet, Learn and Plan Together *At The Third Annual Meeting NCLN*



Make Important Decisions. The Third Annual Convention to be held March 31-April 1, 1955 at Asheville is one of the most important meetings you could attend. Two important changes in the Constitution and Bylaws will be voted on: (1) **REDUCTION IN DUES**, and (2) **ENLARGING the NCLN BOARD OF DIRECTORS**.

Read the proposed changes published in this issue and decide what is good for **NURSING**, then come and vote. **Learn About NC Nursing.** The program Committee has been working like beavers to assemble a wealth of participants to explore and develop the theme, "PROGRESS TOWARD BETTER HEALTH." Even a casual perusal of the tentative program which is printed on the second page will reveal how capably and interestingly the progress made in North Carolina relating to health resources and nursing will be presented.

Fun, too. Knowing the Planning Committee, there is little doubt in our minds that pleasure aplenty will be mixed with work. The best part of these meetings is seeing the friendly folks you have met about the state, breaking bread with them, and just enjoying their company. Sort of gives you the urge and determination to do bigger and better things for nursing in the coming year.

Meet nationally known persons. Miss Rhobia Taylor, Field Consultant for the Committee on Careers, NLN, will be

at the meeting. She is a friendly, well informed person who has lots of public relations know-how. Lucile Petry Leone, whom the committee hopes to have as a luncheon speaker, is known everywhere, and especially in North Carolina. She knows nursing and health, and can put her ideas across in a most interesting manner.

ARE NCLN DUES TOO HIGH?

A chronic complaint that we have listened to is that \$15 a year is too high for annual dues for NCLN. Of course, the NLN dues are \$5, leaving \$10 to carry on the business of your league on the state level.

Dues Must Cover Expenses. Paying dues is like paying taxes—it hurts. And yet, they both go to pay the expenses of providing services that the members have voted to provide for themselves. The one big difference is that taxes must be levied to provide the funds for the expense of all the services. However, it is impossible for us to estimate the value of the tremendous service that elected officers and committee members provide without charge. They frequently pay expenses from their own pockets and never think to submit bills to recover expenses. Should a few persons pay the expenses of an organization they are serving?

Dues Related to Objectives. The NCLN's objective is to foster the development and improvement of nursing services through coordinated action of nurses, allied professional groups, and others, so that the nursing needs of people will be met. The members have decided how this objective will be met by its constitution and bylaws and actions taken in meetings. Dues must be set to meet the expenses of these programs.

Expenditures of Dues

The Report of the Finance Committee shows the annual expenditures as follows:

Total Receipts	\$4,394.00
From membership dues	3,735.00
From registration fees—non-member, institutes	659.00
Total Disbursements	\$3,367.10
Dues, NLN Memberships	1,245.00
Dues, SCSL Memberships	10.00
Programs, Combined Div. of Nsg. Service and	
Div. of Nsg. Education	503.75
Newsletter	419.58
Administrative Expenses	
Supplies, telephone, and clerical help of President,	
Sec'y, and Treasurer and honorarium for Treasurer	374.01

Annual Meeting NCLN	\$ 302.29
Rental, badges, ribbons, flowers, etc.	
Recruitment	205.03
Booklets and Careers materials.	
Travel Expenses	141.86
Board and Committee	
Delegate to Regional Conference, SCLS	70.50
Membership Materials	53.15

A complete financial report is printed and distributed to those attending the Annual Meeting. Your copy awaits you there.

ANALYSIS

A brief look at the report reveals that the largest single expenditure is *NATIONAL dues*. NLN dues help to finance many important functions of the League. Through its departments the NLN now carries more programs than all the combined organizations that merged to form the present NLN. But dues do not take care of the financial needs of the NLN. The Kellogg Foundation, National Tuberculosis Association, National Foundation for Infantile Paralysis, the Commonwealth Fund, and others have contributed sums of money which have helped to carry forward the aims of Nursing.

COMBINED PROGRAMS were the second largest expenditure. Nearly 500 persons attended the three institutes held in December, January, and February. These were planned and sponsored by both divisions of NCLN. The programs were most interesting and educational.

The *NEWSLETTER* was the third largest item. This news sheet was sent to all hospitals, health organizations and schools of nursing in addition to members during the year. The Editorial Committee tried very hard to bring developments to the nursing public. We found it difficult because we all had our regular positions to take care of.

NCLN needs an EXECUTIVE SECRETARY. The lack of a permanent address, coordinator of information and services, and proper equipment to carry on its business severely handicaps the efforts of the officers and committee members. An executive secretary, with full time or part time duties, would make our dollars more effective, our objectives easier to attain. Should we plan to have these things some day? Can we have them if we reduce the dues?

LARGE MEMBERSHIP OUR AIM. The objectives of the organization can best be carried out by a large number of persons who are interested in providing better and better nursing for the North Carolina community. It is hoped by some that lower dues will attract more members, and in the end we have a larger budget to provide more services for programs and services to North Carolinians.

Let's vote the right way at the Annual Meeting—for the good of *NURSING*, as a *COMMUNITY SERVICE*.

Program—N. C. L. N.—March 31-April 1, 1955

Asheville

Theme

PROGRESS TOWARD BETTER HEALTH

Headquarters

George Vanderbilt Hotel

Thursday, March 31

8:30 A.M. Registration—Lobby

9:30 A.M. Opening Session—Ruth M. Boyles, President, presiding

Invocation—Rev. Frederick Volbeda

Address of Welcome—Earl W. Eller, Mayor

Greetings from National Headquarters—
Rhobia Taylor

Greetings from Representatives of Allied organizations

Report of President—Ruth M. Boyles, R.N.

10:45 A.M.—

12:30 P.M. Business Session

1:00 P.M.—

2:15 P.M. Luncheon

Speaker: *Mrs. Lucile Petry Leone, Chief Nurse
Officer, Department of Health Education and
Welfare, U. S. P. H. S.

* Tentative plan

2:30 P.M.—

4:00 P.M. Program Session—Ruth M. Boyles, presiding

"PROGRESS AS RELATED TO HEALTH RESOURCES IN NORTH CAROLINA"—

Panel Discussion

Moderator: Samuel K. Hmt, Administrator, Memorial Mission Hospital, Asheville

Participants:

Marshall I. Pickens, Field Director,
Duke Endowment, Charlotte
Dr. Henry T. Clarke, Jr., Administrator,
Div. of Health Affairs, UNC, Chapel Hill
Samuel F. Forbus, Executive Sec'y
N. C. Hospital Ass'n, Durham
E. O. Crawford, Executive Vice-President
Hospital Care Ass'n, Durham
E. M. Herndon, Executive Vice-President
Hospital Savings Ass'n, Chapel Hill

4:00 P.M.—

4:30 P.M. Voting

8:00 P.M. Entertainment—"What's My Sideline?"

Friday, April 1

8:30 A.M.—

9:45 A.M. Registration—Lobby

8:30 A.M.—

9:00 A.M. Voting

9:00 A.M.—

10:00 A.M. Business Sessions, Division of Nursing Education and Division of Nursing Service

10:00 A.M.—

10:30 A.M. Voting

10:00 A.M.—

12:00 Noon Program Session

Ruth M. Boyles, President, presiding

"PROGRESS AS RELATED TO NURSING IN NORTH CAROLINA"

Panel Discussion

Moderator: Hildred Crawley, Iredell Memorial Hospital, Inc., Statesville

Participants:

Flora Wakefield, Raleigh
George Harris—Duke Endowment, Charlotte
Edith Bocker, R.N., President, N. C. State Nurses' Association, Chapel Hill
Dr. Henry T. Clarke, Jr., Administrator,
Div. of Health Affairs, UNC, Chapel Hill
*Joyce C. Warren, Director of Nurses,
N. C. Baptist Hospital, Winston-Salem
Lura Davis, L.P.N., Waynesville

* Tentative plan

12:00—

12:30 P.M. Closing Business Session

Saturday, April 2

9:00 A.M.—

1:00 P.M. Post Convention Meeting, Board of Directors, NCLN

NOMINATIONS—NCLN ANNUAL MEETING

These are the persons who have agreed to serve us during the 1955-56 year, if elected.

President

Thelma Ingalls, R.N., Duke University, Durham, N. C., Director, Graduate Nurse Program, School of Nursing
Marie Lowe, R.N., 500 Glade St., Winston-Salem, N. C., Director of Nursing, Grayland Hospital

1st Vice President

Margaret Mueller, R.N., Box 7586, Asheville, N. C., Instructor of Nursing, VA Hospital, Oteen, N. C.
Florence Sackett, R.N., Gaston Co. Health Dept., Gastonia, N. C., Public Health Nurse

2nd Vice President

Ethel Fay Burton, R.N., 1400 Scott Ave., Charlotte, N. C., Asst. Director, Charlotte Memorial Hospital
Sister Mary James, R.N., St. Joseph's Hospital, Asheville, N. C., Hospital Administrator

Treasurer

Margaret Johnson, R.N., Box 521, Roxboro, N. C., Public Health Nurse, District Health Dept.

Board of Directors

C. Scott Venable, Box 127, Raleigh, N. C., Executive Sec'y, N. C. Tuberculosis Ass'n.
A. Sue Kerley, R.N., 2307 Queen St., Winston-Salem, N. C., Director of Nurses, Grayland Hospital

Committee on Nominations

Josephine Kerr, R.N., Charlotte Memorial Hospital, Charlotte, N. C., Asst. Director, Nursing Service, Presbyterian Hospital

Anne Pleasants White, R.N., 123 N. Caswell Rd., Charlotte, N. C., Director of Education, Presbyterian Hospital
Eula E. Rackley, R.N., 510 N. Cedar St., Lumberton, N. C., Director of Nursing, Robeson County Hospital
W. Louise Harkey, R.N., Cabarrus Memorial Hospital, Concord, N. C., Hospital Administrator
Edna S. Petty, R.N., Gaston Memorial Hospital, Gastonia, N. C., Director of Nursing

Nominations for Division of Nursing Education, NCLN

Chairman

Mrs. Eloise R. Lewis, R.N., Associate Professor, Surgical Nursing, UNC School of Nursing, Chapel Hill

Vice Chairman

G. Marie Pierce, R.N., Instructor of Nursing, VA Hospital, Durham, N. C.

Member, Steering Committee

Mary Belle May, R.N., Has been a constant leader in nursing organizations in North Carolina for many years, and a past president, NCLNE

Chairman, Nominating Committee

Ila M. Alexander, R.N., Head Nurse, Obstetrical Unit, Has been director of nurses, and instructor supervisor of O. R.

Members, Nominating Committee

Mrs. Carlee B. Jenkins, R.N., Clinical Instructor, James Walker Memorial Hospital, Wilmington, N. C.
Mrs. Mary W. Bellinger, R.N., Educational Director, Hamlet Hospital, Hamlet, N. C.
Mr. J. P. Richardson, Superintendent, Presbyterian Hospital, Charlotte, N. C.
Mrs. Pauline McCaskill, R.N., Medical-Surgical Clinical Instructor, Duke Univ. School of Nursing, Durham, N. C.

Changes in Constitution and Bylaws Proposed

ARTICLE III

Dues

Present by-law:

Section 1. SCALE OF MEMBERSHIP DUES. Annual dues of a professional nurse and a non-nurse member of the North Carolina League for Nursing shall be \$15.00, \$10.00 of which shall be retained by the State and \$5.00 of which shall be sent to the National League for Nursing.

Proposed change:

Section 1. SCALE OF MEMBERSHIP DUES. Annual dues of a professional nurse and a non-nurse member of the North Carolina League for Nursing shall be \$10, \$5.00 of which shall be retained by the State and \$5.00 of which shall be sent to the National League for Nursing.

ARTICLE VI

Board of Directors

Present by-law:

Section 1. Paragraph 1. MEMBERSHIP AND COMPOSITION. The Board of Directors shall include the president, the first vice-president, the second vice-president, the secretary, the treasurer, and four elected directors. All major fields of nursing and geographic sections of the state shall be represented. No less than one-third nor more than one-half of the total number of members of the Board of Directors shall be non-nurses.

Proposed Changes:

Section 1. MEMBERSHIP AND COMPOSITION. The Board of Directors shall include the president, the first vice-president, the second vice-president, the secretary, the treasurer, four elected directors, chairmen of steering committee of divisions of Nursing Service and Nursing Education who are elected and chairman of elected committees. All major fields of nursing and geographic sections of the state shall be represented. No less than one-third nor more than one-half of the total number of members of the Board of Directors shall be non-nurses. DELETE the third paragraph of Article, Section 1, which reads:

Persons who are serving as members of the divisional steering committees shall automatically forfeit membership in these committees if and when they are elected to a position as an officer or as a member of the Board of Directors of the North Carolina League for Nursing.

YOUR DECISION. Your Board of Directors, after long deliberation, recommended these changes in the By-Laws because the sentiment of those interested in the welfare of

NURSING strongly indicated the desire for such changes. It is up to us members now to carefully weigh all the factors involved, and vote for the good of NURSING.

Hearty Handshake for NEW MEMBERS

Mary Coleen Asbill, R.N. City Memorial Hospital Winston-Salem	Marguerite R. Greene, R.N. 531 S. Hawthorne Road Winston-Salem
Maude Barger, R.N. Memorial Hospital, Lexington	Mrs. Minnie J. Hartsfield, R.N. VA Hospital, Salisbury
Barbara Bain, R.N. N. C. Memorial Hospital Chapel Hill	Mildred S. McKinnon, R.N. Baptist Hospital Winston-Salem
Joseph E. Barnes Rex Hospital, Raleigh	Mrs. Dorothy S. Mitchell, R.N. Kate Bitting Reynolds Hosp. Winston-Salem
Andrey J. Booth, R.N. N. C. Memorial Hospital Chapel Hill	Selma R. Norwood, R.N. VA Hospital, Durham
Mrs. Nancy H. Brame, R.N. U.N.C. School of Nursing Chapel Hill, N. C.	Mrs. Marietta Raines, R.N. Kate Bitting Reynolds Hosp. Winston-Salem
Fannie Carden, R.N. Watts Hospital, Durham	Mr. J. P. Richardson Presbyterian Hospital Charlotte
Annie Lee Casstevens, R.N. Baptist Hospital, Winston-Salem	Mrs. Palma S. Stroud, R.N. VA Hospital, Salisbury
Mrs. Nancy S. Church, R.N. City Memorial Hospital Winston-Salem	<i>Transferred into group</i>
Mell G. Claxton, R.N. American Red Cross Winston-Salem	Mrs. Sylvia G. Clark, R.N. 9 Lakewood Drive, Asheville
Allene Glascoe, R.N. Baptist Hospital Winston-Salem	Beulah T. Gautefeldt, R.N. U. N. C. School of Nursing Chapel Hill

ANN JACOBANSKY—NEW DEAN

Everyone who knows her is remarking how happy they are that Miss Ann Jacobansky, formerly director of undergraduate nursing instruction, is now Dean of Duke University School of Nursing. We wish her every success.

MEETINGS YOU'LL WANT TO ATTEND

- March 24—George Vanderbilt Hotel, Asheville, N. C.—Western Regional Rural Health Conference, NCSMS. "Community Health Problems and Possible Solutions," "Personal Health and Possible Solution," and "Putting More U in Community Health" are programs that will be interesting and informative to everyone.
- April 13-14—Washington-Duke Hotel, Durham, N. C.—Annual Meeting, North Carolina Tuberculosis Association.
- May 2-6—Kiel Auditorium, St. Louis, Mo., National League for Nursing, Biennial Meeting.

OUTSTANDING PROGRAMS TO BE HELD

Along with the many, many programs that go on at the biennial meeting, which actually begins Friday, April 29, with the NLN Board of Directors Meeting. Registration takes place from 12 noon to 5 p.m. May 1, at the Kiel Auditorium.

- May 2 —Keynote speaker is HONORABLE OVETA CULP HOBBY, U. S. Secretary of Health, Education and Welfare.
- May 3 —Dr. H. D. Laughlin, Assoc. Prof. Education, Ohio State Univ., on General Education—A part of the Educational Program of the Service centered Hospital.
Marian Fox, Nursing Specialist, AHA, Panel discussion, What Is Good Operating Room Nursing.
Joint program of Councils on Maternal and Child Health Nursing, Occupational Health Nursing, and Psychiatric and Mental Health Nursing.
Joint program of Tuberculosis Nursing Advisory Service and Dept. of Public Health Nursing and Dept. of Hospital Nursing.
Department of Baccalaureate and Higher Degree Programs: Review of Major Types of Research in Nursing. Regional Planning for Nursing Education.
NLN Dinner
- May 4 —National Student Nurses' Association program Meeting.
Dept. of Public Health Nursing: Dr. Ethel J. Alpenfels, "Understanding People in a Changing World."
Dept. of Hospital Nursing: Skit, "The Nurse Learns to Accept Her New Functions."
Council on Psychiatric and Mental Health Nursing: Integration of Psychological Components of Nursing Care.
- May 5 —Joint Program Dept. of Bac. and Higher Degree programs, Dept. of Public Health Nsg. and Dept. of Hospital Nsg.: "Evaluating the graduate of collegiate basic program in nursing."
Dept. of Diploma and Associate Degree Programs: Cooperative Efforts Between Hospital Schools and Junior Colleges or Junior Colleges and Hospitals to Improve Nursing Education.
- Who would want to miss this tremendous conclave

N. C. LEAGUE FOR NURSING

BOX 339

CHAPEL HILL, N. C.

Vivian M. Culver, R.N.
Box 1233
Chapel Hill, N. C.



north carolina league for nursing

news

Vol. 3, No. 3

June, 1955



Dear Members:

I am grateful to you all for giving me the privilege of actively participating with you in efforts to promote better nursing in North Carolina through furthering the objectives of the League. All of you who attended the Third Annual Convention in Asheville must have been impressed by the evidence of progress already made in medical care and nursing education.

Perhaps our greatest need for 1955 and the future is increased membership. Many of us like to sit on the sidelines, accepting the results of others' work and criticizing their mistakes. There can be no real progress made as long as the Health professions follow this practice. The North Carolina League for Nursing has something to offer each nurse and interested person in the state. But even the best planned program is inadequate unless it receives the active support of all concerned.

The Board of Directors joins me in urging each of you to participate in and support the League program and to stimulate interest in the League among your co-workers. I know each of you will accept your personal responsibility in promoting the work of the League and will enjoy a most satisfying year.

Sincerely,
MARIE L. LOWE
President

DUES SLASHED!

Dues for NCLN \$10 beginning 1956. One of the most important actions taken at the Third Annual Meeting was the reduction of annual dues from \$15 to \$10, beginning January, 1955. So deeply concerned were the well wishers of NCLN, that the Resolutions Committee drafted the following resolution which was adopted:

Whereas, this assembled body did yesterday vote to reduce the dues of this organization and, Whereas, the only way we can offset this loss of revenue is by doubling or tripling membership, and, Whereas, the objectives of this organization can best be met by a large membership, Be it therefore resolved, that each of us leave this meeting firmly determined to cause at least five new members to join this organization in 1955.

We surely hope that those health workers who have in the past declared their desire to support league activities if only dues were only more "reasonable" will find the way open to them to put their words into action.

ELECTION RESULTS

President: Marie Lowe, R.N., 500 Glade St., Winston-Salem

1st Vice President: Margaret Mueller, R.N., Box 7586, Asheville

2nd Vice President: Mr. J. P. Richardson, Presbyterian Hospital, Charlotte

Treasurer: Margaret Johnson, R.N., Box 521, Roxboro

Board of Directors:

C. Scott Venable, Box 127, Raleigh, N. C.

A. Sue Kerley, R.N., 2307 Queen St., Winston-Salem

Committee on Nominations:

Josephine Kerr, R.N., Charlotte Mem. Hospital, Charlotte

Eula E. Rackley, R.N., 510 N. Cedar St., Lumberton

Edna S. Petty, R.N., Gaston Memorial Hosp., Gastonia

Division of Nursing Education:

Chairman: Mrs. Eloise R. Lewis, R.N., UNC, Chapel Hill

Vice-Chairman: Marie Pierce, R.N., VA Hospital, Durham

Member, Steering Committee: Mary Belle May, R.N.

Nominations Committee:

Ila M. Alexander, R.N., Chairman
Mrs. Carlee B. Jenkins, R.N.
Mrs. Mary W. Bellinger, R.N.
Mr. J. P. Richardson
Mrs. Pauline McCaskill

Committee Appointments (incomplete):

Membership: C. Scott Venable, Chairman
Sample Forbus
C. Margaret Johnson
Mrs. Mary K. Kneedler
Mrs. Beverly Knight

Finance: George P. Harris, Chairman
C. Margaret Johnson
Mrs. Edna S. Petty

Constitution & By-Laws:

Ethel Fay Burton, Chairman
Anne K. S. Bland

Curriculum: Esther Sump, Chairman

Careers: Florence Sackett, Chairman
Eva Dene Comer
Sister Mary Gertrude

This is an incomplete list. Additions will be made in the September NEWSLETTER.

FLORENCE WILSON HONORED

Honorary membership was conferred on Florence Wilson, former Dean, Duke University School of Nursing, at the annual meeting. Everyone who attended the meeting seemed very pleased that this action had been taken. Miss Wilson has been one of our most inspiring leaders in nursing education for many years. She told us that she surely plans on continuing her interest in nursing even though she has retired. Naturally, we were glad to hear her say so.

MARGARET G. ARNSTEIN ATTENDED MEETING

Margaret G. Arnstein, Chief, Division of Nursing Resources, Bureau of Medical Service, Dept. of Health, Education and Welfare, U. S. P. H. S., spoke at the convention in Asheville. She came in place of Mrs. Leone, who was unable to attend our annual meeting as planned. Miss Arnstein was most helpful. She reviewed the statistics that relate to numbers of nurses per population, showing that in 1940 there were 225 nurses per 100,000 population while in 1950 there were 249. She further pointed out that we now have a shorter work week for hospital personnel and three tours per day; that medical care has become more technical than ever, with a more rapid turnover in patients; thus, even though many more nurses are now in the field, the heavy demand for their services still leaves shortages in some areas.

PANELS REVEAL INCREASES IN MEDICAL CARE AND IN NURSING

Progress in hospital facilities and in nursing and nursing education was clearly revealed in two panels. The work of the Medical Care Commission, Blue Cross associations, Duke Endowment, and other groups was reviewed.

Four thousand four hundred and forty-four beds for patients were completed by June 30, 1954, 414 were under

construction and 544 were in the planning stage. Now only 15 counties are without hospital facilities. These are small, having less than 5% of the population.
More nurses needed.

This increase in beds available has created a need for even more nursing care. In 1947, 147,000 persons were blue cross members; in 1954, 268,000 persons had joined. More and more rural persons are making use of pre-payment plans to help them meet the cost of hospitalization.
Advances in Collegiate programs.

There are now four collegiate nursing programs in North Carolina, with 384 students enrolled in them. UNC graduated its first class this year. Three hundred faculty members of schools of nursing in North Carolina now have degrees—a much needed improvement.
The Loan Fund of the Medical Care Commission.

Requirements for making use of this fund to finance basic program were reviewed.

1. Applicant must have resided in North Carolina for eight previous years.
 2. Must practice nursing in community with population of less than 2,500 for two years after graduation.
 3. Loan must be assured. A life insurance policy to cover amount of loan is required.
 4. Passing medical examination 30 days before applying.
 5. Need for loan must be substantiated.
 6. Loan must be repaid beginning six months after graduation.
 7. The amount that can be borrowed.
 - a. Diploma program—maximum \$700 (1st year, \$300, 2nd year, \$200, 3rd year, \$200).
 - b. Collegiate program—maximum \$1200. (1st year, \$810, 2nd year, \$250, 3rd year, \$140).
- One nurse has used the Loan Fund to date.

Second Loan Fund.

A second loan fund was enacted in 1943, primarily intended for doctors and nurses in psychiatry. Users of the fund must serve in a state hospital one year for every year loan is made. No refund of the money is required.
1,064 students in 1955

There were 1,064 students enrolled in North Carolina diploma programs in 1955. This is well over the 600 per annum goal set in 1950.
2,903 LPNs in N. C.

A total of 2,903 licensed practical nurses now are in North Carolina. There are eight practical nurse schools, with 600 students enrolled each year. The effect of licensure by waiver on those who worked hard to graduate from school was discussed in some detail, and in a pessimistic vein.
Subsidiary personnel in hospitals increased.

There were 118 non-nurses in nursing services in hospitals in 1943. Ten years later 3,480 non-nurses were working in hospitals. This number is on the increase.
Salaries of nurses have increased.

In 1943, the cost of nursing service was \$1.14 per patient day. In 1953 it was \$4.47, a very substantial increase. One wonders, of course, how much this reflects the shorter work week rather than largely increased salary of individual nurses. The fact that the cost of living for everyone has far outrun any increase of salary benefit for the nurse, frequently leaves the nurse in worse financial stress than she was in former years, even with the cloister-like subsistence the hospital provided for her.

ORGANIZING A FACULTY FOR ACTION

This is an edited version of an excellent speech given by Willetta S. Jones, Dean, School of Nursing, A & T College, Greensboro in December, 1954, at an Institute on Problems in the Field of Nursing.

HOW MAY A FACULTY BE ORGANIZED FOR ACTION

It is an esteemed privilege to take part in this institute on problems in the field of nursing. The areas we will be considering are those involved in implementing curricula in our schools of nursing under a policy of "flexible standards."

Our question for discussion at this point is—"How may a faculty be organized for action?" Organizing a faculty for action is an art that we can best approach by knowing and applying basic principles each in our respective way and in relation to our particular situation. The value of our discussion today will be in our mutual exploration of principles and possible approaches to the problem.

Summarizing, the principles that may be drawn from the statement of our problem, "How may a faculty be organized for action?"

1. Flexibility should be shown in adapting any plan for action which has improvement in program as its purpose.
2. Participation in program changes should be the responsibility of all those involved in the process.
3. Administrative leadership should be designed to set in motion and to sustain the process.
4. The opportunity to achieve tangible results should be provided the action group.

These principles are drawn from the statement of the problem—

This scrutiny of the problem to find what principles for action are included, may of itself suggest various approaches. In a more detailed way, one might state the problem,—What methods in flexible planning may the administrator employ to allow for group participation in a process that will result in tangible action?

TECHNICAL COMPETENCE VS HUMAN RELATIONS

Several years ago, Dr. Alexander Magoun, Associate Professor in Human Relations at MIT, lamented the fact that although engineers were being taught machinery, lawyers were being taught laws and jurisprudence, clergymen theology, and doctors and nurses anatomy and materia medica; at the same time, little attention was given in their education to the understanding of human behavior.

There still exists a lag in this area even though it is realized that many of these persons will soon be in positions requiring the utmost skill in dealing with people but little of the technical know-how in which they have been drilled.

The need for skills in human relations is not peculiar to nursing. However, our focus here is on nursing. A study of the curricula in nursing programs on the undergraduate level shows that only within recent years has there been inclusion of courses such as dynamics of behavior or interpersonal relations in nursing.

I am emphasizing this point because the approaches suggested by the preceding analysis of the problem are based on the concept that successful action will be dependent upon human relations.

HUMAN RELATIONS APPROACHES

At this point, our consideration will be of the approaches that are involved if the director is concerned with her supportive role in human relations as the faculty tries to work together.

1. By providing an encouraging atmosphere.
2. By contributing to group unity.
3. By helping to define limits of responsibility and autonomy.
4. By encouraging experimental approaches.
5. By supplying opportunities for leadership.

The encouraging atmosphere. We know that in the creative process of changing program in nursing the individual becomes most involved. The group feeling must be such that each member feels free to express new ideas and such that she does not feel on the defensive when these new ideas are criticized. This does not imply license to speak without thought or without regard for others; it does mean that reasonable viewpoints should be given an ear. There is no room for scorn or ridicule, no room for causing fear of making a suggestion, no room for saying it can't be done.

Administration sets the keynote of atmosphere. A facial or verbal communication suggesting a restrictive influence may cause a member with a new idea to restrain her voice. At that moment the entire building process will have lost some of its effectiveness.

The importance of the job. Another approach to provide an atmosphere that will encourage action is by conveying to the group the importance of the task to be done. All of us today are faced with too many things to be done with too few persons to do them. We must set priorities and exercise value judgments.

If the key purpose for our program is to prepare and assist nurses to give improved patient care, then we must implement methods by which this objective may be accomplished. This is not easy. The conflicting demands on those in positions of dual responsibility increase the difficulty of the problem. If in our busy schedules some actions must be decided upon the basis of expediency—this approach should not become our overall policy of action. We must distinguish between incidents and trends and keep our eyes focused on the latter.

In the proportion that things are administratively important they also become important to the other members of the school. If the administrator's attitude is: Do this when your time allows—chances are that time will never allow.

Externalize the problem. Another factor that must be considered in providing an encouraging atmosphere is that which might be called "externalizing" the over-all problem. If persons outside of those who teach—other departments

in the hospital or in the community—may be made aware of the problem being faced, support and encouragement may come from those “external” areas.

Problems such as increasing the supply of nurses and gaining financial support needed for the program are problems shared by the school, the Board, the hospital, and the community. A new piece of teaching equipment or added furnishings for the nurses residence may encourage the staff, and yet, few of these can be realized unless we are willing to “externalize” and to share our plans and problems with those beyond our immediate circle.

Group Unity. The point of communication with persons outside of the immediate circle raises the thought of how important it is to have adequate communications within the circle. This involves more than the use of words. We must be aware of timing and emotional reactions. Thorough exploration and study of a problem area by a study committee can hardly be effectively communicated to the total group at 5:00 p.m. on the last day of a busy week!

Defining limits of responsibility and autonomy. These limits of responsibility are understood by clarification of specific job requirements in relation to the over-all action process. In order for the faculty member to feel secure in whatever task she is assuming, she must know what is expected of her and how far she may go. The term, limits of autonomy, is here used in relation to understanding one's individual role within the group and the individual's necessary regard for the rights and privileges of others.

Experimental approach encouraged. If the process of action is to be a truly creative one in which the faculty may become involved, it is evident that experimental approaches must be encouraged. As one administrator has said, “One of the evidences of skilled leadership is the ability to trust people to do a new job.”

Provide opportunity for leadership. The approaches that have been spoken of are of little value unless there are concomitantly provided opportunities for leadership. As humorously stated in one of the ten commandments for administrators, “Thou shalt ‘Let George do it’ for thus only may he show that he can.”

The administrator who doesn't have the time and patience to assist emerging leadership is denying herself of support. It is not unusual to see administrative reluctance

in releasing leadership opportunities and yet you will recall that this was one of the first principles of administration learned by Moses as he led the Israelites to the Promised Land. While in the wilderness it had been his custom to sit and judge the people brought before him from morning unto evening. When his father-in-law came to the encampment he was amazed and said,

“The thing that thou doest is not good:

Thou wilt surely wear away, both thou, and this people that is with thee: for this thing is too heavy for thee; thou art not able to perform it thyself alone, Moreover thou shalt provide out of all the people able men, . . . and place such over them, to be rulers of thousands, and rulers of hundreds, rulers of fifties, and rulers of tens:

And let them judge the people at all seasons: and it shall be that every great matter they shall bring unto thee, but every small matter they shall judge: so shall it be easier for thyself, and they shall bear the burden with thee.”

“And they shall bear the burden with thee”. . .

Yes, the followers of Moses were provided with opportunities for becoming involved in the total task. For faculty groups to become involved in this action of change they, too, must have and accept leadership tasks. Not the tasks of a “busy type”, but of actually being committed to the accomplishment of major responsibilities.

Our great hope for effective action as we approach the implementation of flexible standards and the improvement of programs in nursing education, lies in the development of improved social interaction. We have the tools; the challenge lies in knowing how to use them.

SUGGESTED READINGS

1. Department of Services to Schools of Nursing of NLNE. *Joint Nursing Curriculum Conference: Report of Proceedings of Conference November 13-15, 1950 at Teachers College, Columbia Univ., N. Y., New York: NLNE, 1951, pp. 28-37.*
2. McNary, William S. “What Makes an Administrator?” *Trustees* 7:11-15, October 1954.
3. Nelson, Thomas H. “Changing Concepts of Administration.” *AJN*, 49:70-73, February, 1949.
4. Romine, Stephen. “Some Steps in Comprehensive Curriculum Revision.” *The School Review* 58:527-32, December 1950.
5. Trecker, Harleigh B. *Group Process in Administration*. New York, Woman's Press, 1950, Rev.
6. Zealley, Harold A. “The Ten Commandments in Personnel Administration.” *Modern Hospital*, 82:59-62, May 1954.

BYLAWS CHANGED

The Bylaws of NCLN were changed as printed in the March 1955 newsletter.

WORKSHOP ON NURSING EDUCATION JUNE 10

Where: Recreation Room, Hanes House, Duke University, Durham.

When: June 10, 1955. Registration begins at 9:00 a.m.

By Whom: Sponsored by NCLN and NC Board of Nurse Registration and Nursing Education.

Resource Persons: Two Consultants from NCLN will be guest speakers and resource people. Should be most informative.

Who Should Attend: Everyone who is interested in nursing service and nursing education. Y'all come!

N. C. LEAGUE FOR NURSING

BOX 339

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north carolina league for nursing

news

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Tel. No. 9412

Volume III

October, 1955

Number 4

HEADQUARTERS

DREAMS DO COME TRUE

State Headquarters for the North Carolina League for Nursing have been established, as of September 1, 1955, at 119 North Columbia Street, Chapel Hill, North Carolina. The need for headquarters with office assistance has long been recognized. It has taken time, planning and courage to take this important step. And not the least, the generosity of Mr. William S. Stewart, Attorney and Counsellor at Law, for arrangements to share his office with us and Mrs. Mary Frances Simmons to serve as part time secretary. Our name will be on the door and we will be listed in the next telephone directory. Congratulations and thanks to our Board of Directors for taking this progressive step for us.

OUR GOAL ---

Dear Friends:

You need the North Carolina League for Nursing and the League needs you if this organization is to attain its goal of improved nursing services and nursing education to better meet the health needs of the people of North Carolina.

This past summer the Board of Directors, N C L N, took the first step towards establishing a permanent headquarters to facilitate an expanded program of work in the state. The success of this venture will be in proportion to the continued active support of the present membership combined with additional support from more nurses and friends of nurses in North Carolina.

If you are a member now pay your 1956 dues and be responsible for recruiting at least one new member for this organization.

Supporting the League through dues and participation in its various activities will be a rewarding experience. The strength of any organization is in its membership.

Help the NCNL to grow by belonging in 1956.

Sincerely yours,
Marie Lowe, President

A CHALLENGE ---

Dear Friends:

In 1956 the NCLN has a wonderful opportunity and challenging objective--to at least double membership in the League. Dues have been reduced from \$15 to \$10 bringing membership within financial range of many more of our friends.

I hope that everyone of the NCLN's 247 current standard bearers will consider themselves honorary members of the Membership Committee and actively recruit for the League. The right word spoken in contact with a friend could add a member. If you want membership blanks, contact the League's new Headquarters, 119 North Columbia St., Chapel Hill, N. C.

The benefits and advantages to membership in the NCLN are ever increasing and are obtainable for reduced dues. Let's meet the challenge, take advantage of the opportunity and double NCLN membership in 1956.

Sincerely yours,

C. Scott Venable, Chairman
Membership Committee

LOOK --- IT COSTS LESS TO JOIN

What Does It Mean?

Annual dues for NCLN are now \$10. At the Third Annual Meeting in Asheville, April 1, 1955, the membership voted a reduction of annual dues from \$15 to \$10. This was done to help put membership in this organization within financial reach of all. A reduction in dues (almost unheard of in this day and time) reduces by one-half the money available to promote the programs and purposes of the state League. Some might call it a gamble, but there is no gamble when a thing is certain. Never have we been more sure of the ability of an organization to serve its members than has been demonstrated by the small but growing membership of the League. To you who have never joined but have felt you would if dues were lower, here is your chance. Double the membership and hold the budget line, triple the membership and just see what happens!

New members will complete the application blank enclosed with this issue of the News, attach a check for \$10, and send to Miss C. Margaret Johnson, Treasurer, NCLN, P.O. Box 325, Roxboro, N. C. New members who join now will be granted paid-up membership through December 31, 1956.

Renewal notices will be mailed to the present membership about November 1, 1955.

For additional application blanks for membership write to Headquarters in Chapel Hill.

PARTICIPATION NEEDED FROM EVERY COMMUNITY

If you are a 1955 member, you will find your name listed in the membership roster included in this issue. Check the list for names of others from your county or community. Turn to the map on the last page and see how well your county is represented in the NCLN.

The overall purpose of the North Carolina League for Nursing is to "foster the development and improvement of Nursing Services and Nursing Education." It provides a way for all to work together to promote better nursing care to our people and to assure the best kind of education for nurses. Broad representation and participation from your community can be an important factor in the achievement of these goals. Campaign for membership in your community now.

North Carolina League for Nursing
Fourth Annual Convention
Raleigh, North Carolina
March 29-30, 1956

Complete information about the meetings and programs of the NCLN Annual Meeting will be given in the next issue of the NCLN News, January, 1956.

Plan Now To Attend

MEMBERSHIP GOAL --- 500 in 1956

Here are the membership facts since 1953:

	<u>1953</u>	<u>1954</u>	<u>1955</u>	<u>1956</u>
Division of Nursing Services				
Department of Hospital Nursing	98	99	111	?
Department of Public Health Nursing	38	43	33	?
Division of Nursing Education				
Department of Diploma and Associate Degree Programs	62	51	62	?
Department of Baccalaureate and Higher Degree Programs	28	36	41	?
	<hr/>	<hr/>	<hr/>	<hr/>
Total	226	229	247	?
Increase		3	17	?

Our membership of 247 this year includes 18 non-nurse members representing friends of nursing from many allied professions and occupations.

We can reach our goal of 500 if --- every League member recruits one new member.

We can exceed our membership goal if --- every nurse member of all public health departments joins and if---every faculty member in our schools of nursing joins and if --- physicians, hospital administrators, educators, citizens, and friends of nursing in communities over our state become acquainted with the purposes of this organization and join to promote its worthy goals.

A small but diligent membership has brought this organization to its present stage of activation and success, and it is this group that extends a cordial welcome to the hundreds of new members which it feels confident will join this year.

It is only through a large, active membership devoted to the cause of nursing that the League can accomplish its purpose of fostering the development and improvement of nursing services and nursing education "to the end that the nursing needs of people will be met."

Let's Top The Goal In 1956!

YOUR HELP IS NEEDED

What are your ideas for programs?

What news or information can you contribute to the NEWS?

In what way would you like to work and help in your NCLN?

WRITE HEADQUARTERS

Nursing Techniques Conference at Oteen

Veterans Administration nurses from eight southeastern states gathered May 19-20 at VA Hospital, Oteen, N. C. for the Second Annual "Nursing Techniques Conference". More than 150 nurses from 17 VA hospitals attended. The conference was planned for the staff nurse with emphasis on research in nursing procedures with a view toward patient safety and toward economy of time, effort and materials in carrying out nursing techniques.

The groups use a variety of methods in making their presentations--skits, chalk talks, demonstrations, and even a puppet show. The puppet show, "Yesterday-Today-Tomorrow", used to demonstrate how medical trends affect nursing was most unique and timely.

An analysis session was held the second day of the conference wherein the conferees reviewed the procedures demonstrated to determine how modern advances in medicine are affecting nursing techniques. Questions from the floor on this subject were handled by a panel composed of nurses from hospitals representing various medical specialties.

Miss Cecilia H. Hauge, Director of Nursing Service, Veterans Administration, was honored at a dinner in the evening, May 19. Miss Hauge was the featured speaker the second day of the conference.

Congratulations --- to several of our NCLN members for recognition received from the National League for Nursing.

Mrs. Margaret Dolan was invited to direct a conference jointly sponsored by the NLN Tuberculosis Nursing Advisory Service, the Department of Health, Education and Welfare, and the National Tuberculosis Association in New York City October 9-16. Public health nurse faculty members from universities with approved programs for preparing graduate nurses for beginning positions in public health nursing will join representatives of fifteen selected public health nursing agencies to work together on curriculum development in tuberculosis nursing and public health.

Miss Lucy Boylan was elected chairman of the Committee on Nominations, Division of Nursing Services, NLN, at the Biennial Convention in St. Louis, May, 1955.

Miss Vivian M. Culver was appointed to the six member Blue Print Committee for structuring the NLN State Board Test Pool examinations. As a participant on this committee Miss Culver represents the southeastern states.

Did You Know That---

All schools of nursing in North Carolina provide for learning experience in psychiatric nursing except one.

Several of our schools of nursing are preparing now to submit their applications for full accreditation by NLN.

First, representative individuals yet to join the NCLN include a college president, a dentist, a practical nurse -- to mention only a few.

Probably the greatest increase in new membership for any representative group will be the public health nurses.

USE YOUR HEADQUARTERS

RECRUITMENT

Committee on Careers

One of the important functions of the NCLN is the recruitment of students. This responsibility is centralized in the Committee on Careers, with Florence Sackett as chairman. Results of the activities of this committee can be attributed in part to the increased enrollment of students in our schools of nursing in recent years. While it is too early to publish exact enrollment figures for schools of nursing this fall, there is indication that enrollments will be up and quotas will be met.

An increasing number of individuals and agencies the state over are availing themselves of materials, resources, and information provided by the NC League for Nursing.

"Write to 'Nursing Careers', Care of Your Postmaster"

This is the simplified mailing address renewed by the U.S. Post Office Department as a contribution to the national nurse recruitment program. All mail so addressed is sent by local postmasters to the central post office in North Carolina, then transferred to Miss Sackett for follow up.

Up to September 1, 1955 a total of 245 letters had been received of which 194 were from prospective students inquiring about professional schools of nursing, and 51 about practical schools of nursing. Answers and materials were sent to these inquiries and lists of those requesting information were sent to Directors of Schools of Nursing in North Carolina.

"Nursing, A Doorway to Opportunity"

This is the caption on the new 1955-56 brochure listing all accredited schools of nursing in North Carolina. The N. C. League for Nursing has helped financially to support this project for the last three years during which time over 15,000 copies of the brochure have been distributed across the state. The NLN Committee on Careers has recognized our brochure as one of the most complete and informative. The brochure has been revised each year and has been assembled and prepared by the N. C. Board of Nurse Registration and Nursing Education. It is being sponsored this year by the NCLN, NCSNA, and NCLPNA.

Copies of the brochure are distributed free of charge to prospective students, counselors, deans, principals, hospitals, doctors, colleges, schools of nursing and interested individuals and groups.

Available Materials and Aids

Film --- "Florence Nightingale and the Founding of Modern Nursing" is a film strip including record or script to be used for recruiting and educational purposes. This film strip is loaned to the NCLN by the Metropolitan Life Insurance Company with the stipulation that it be used for recruitment and promotion of community interest in nursing. If not used in North Carolina it will be recalled for use in other areas. It will be mailed free of charge upon request. The only cost is insuring and mailing for return of film. Be sure to include the date the film is to be used when writing to Headquarters in care of Miss Florence Sackett.

Health Careers Guidebook --- is published by the National Health Council and supported in the public interest by the Equitable Life Insurance Society of the U.S. This 150 page illustrated book stresses career development rather than recruitment, that young people should make the career choice for which they are best suited, that more and better prepared personnel for related health occupations relieve nurses of non-nursing duties, and that greater interest in the whole health

picture may be attained through joint effort. NLN Committee on Careers supplied the section on Nursing and shared in the general planning of this publication. Health Careers Guidebook has been distributed to principals and guidance counselors in each of the 29,000 public and private high schools and junior colleges through the country, to Directors of schools of practical and professional nursing, to officers of state nursing organizations, and to Chairmen of State Careers Committees. A supplementary 40 page book, "Partners in Health", is intended for more general use.

Publications --- available from your NCLN Headquarters include the following:

Nursing Has a Future for You
Opportunities in Professional Nursing
Team Mates
Practical Nurse Fact Sheet
Careers for Men in Nursing
Handbook for Counselors - Careers in Nursing
Manual for Student Nurse Recruiters
She Chose the Finest Way
Should Your Child be a Nurse

North Carolina State Nurses' Association

Fifty-third Annual Convention

Winston-Salem, North Carolina

November 1-4, 1955

"Exploring Our Creative Thoughts" is the theme of the Annual Convention of the NCSNA to be held in Winston-Salem, November 1-4, 1955. Headquarters will be established in the Robert E. Lee Hotel where most of the meetings have been scheduled. The September, 1955 Tar Heel Nurse carries the full program and details of the convention. This is a well planned program of important business meetings, interesting and stimulating program sessions with outstanding people, including the banquet and tours. This is a meeting all nurses will want to attend. Be sure to bring your Membership Card to the Convention.

Mainly About People ---

Recent appointments as Directors to
N. C. Hospitals Schools of Nursing are:

Miss Naomi Berry from Ohio to City
Memorial, Winston-Salem.

Mrs. Sally Washeim from Virginia to
Rowan Memorial, Salisbury.

Miss Marjorie Jarmon from Nebraska
to Cabarrus Memorial, Concord.

Mrs. Elizabeth H. Stallings to Ruther-
ford.

Miss Frances A. Burgess to High Point.

Miss Joyce Warren, R.N., Chairman,
N.C. Board of Nurse Registration
and Nursing Education, has announced
the resignation of Miss Miriam Daughtry,
R.N., as Executive Secretary, effective
January 1, 1956. Miss Daughtry has
served in this position for the past eight
years and now plans to do graduate study
in education at U.N.C. State College,
Raleigh. Miss Vivian M. Culver, R.N.,
has been appointed to fill this vacancy.

TO KEEP YOU POSTED

<u>Meeting</u>	<u>Date</u>	<u>Place</u>
Rural Health Conference	October 6, 1955	Raleigh
N. C. State Nurses' Association Annual State Convention	November 1 - 4, 1955	Winston-Salem
N. C. League for Nursing Board of Directors	November 1, 1955	Winston-Salem
Student Nurse Association of North Carolina	November 1 - 2, 1955	Winston-Salem
N. C. Family Life Council	November 13-15, 1955	Durham
American Public Health Association	November 14-18, 1955	Kansas City, Mo.
NCSNA and NCLN Workshop "Philosophy of Performance"	December 1-2, 1955	Durham
N. C. State Nurses' Association Board of Directors	March 27, 1956	Raleigh
Coordinating Council of the NCSNA and NCLN	March 28, 1956	Raleigh
Executive Board, Student Nurse Association of North Carolina	March 28, 1956	Raleigh
N. C. League for Nursing Annual State Convention	March 29-30, 1956	Raleigh
American Nurses' Association Biennial Convention	May 14-18, 1956	Chicago, Illinois

RENEWAL FORM FOR NURSE LICENSURE CHANGED

The N. C. Board of Nurse Registration and Nursing Education is changing the system of renewal of license this year. Each currently licensed nurse, professional and practical, will receive a card about November 1, 1955. There is a questionnaire on the back of this card which should be filled out completely and then returned with the \$2 renewal fee. All cards received in the Board office before December 5, 1955 will be processed at once and the renewal card will be mailed back on December 30, 1955. All cards received in the Board office after December 5, 1955 will not be processed until after January 1, 1956 and the sender will not receive her renewal card until after the middle of January, 1956. Through this new system the N. C. Board of Nurse Registration and Nursing Education is making provisions for supplying statistics to agencies on a local and national basis.

Sample of Notice to Renew License ----- Registered Nurse

Front

NOTICE TO RENEW LICENSE REGISTERED NURSE				RETURN THIS NOTICE WITH FEE TO: NORTH CAROLINA BOARD OF NURSE REGISTRATION AND NURSING EDUCATION BOX 2129, RALEIGH, NORTH CAROLINA																		
N.C. CERTIFICATE NUMBER		RENEWAL NUMBER		YEAR																		
(PRINT NEW NAME AND/OR MAILING ADDRESS ABOVE IF CHANGED)		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%; text-align: center;">PENALTY DATE</td> <td style="width: 15%; text-align: center;">\$</td> <td style="width: 20%; text-align: center;">PENALTY AM'T.</td> </tr> <tr> <td style="text-align: center;">MO.</td> <td style="text-align: center;">DAY</td> <td style="text-align: center;">YR.</td> <td style="text-align: center;">FEE</td> <td style="text-align: center;">\$</td> <td rowspan="2" style="vertical-align: top; font-size: small;"> IF FEE PAID ON OR AFTER PENALTY DATE, SEND PENALTY AMOUNT WITH STATEMENT OF FAILURE TO RENEW BY JANUARY 1. </td> </tr> <tr> <td colspan="3" style="text-align: center;">DATE DUE</td> <td style="text-align: center;">PAY THIS AMOUNT IF PAID BEFORE PENALTY DATE</td> <td style="text-align: center;">\$</td> </tr> </table>							PENALTY DATE	\$	PENALTY AM'T.	MO.	DAY	YR.	FEE	\$	IF FEE PAID ON OR AFTER PENALTY DATE, SEND PENALTY AMOUNT WITH STATEMENT OF FAILURE TO RENEW BY JANUARY 1.	DATE DUE			PAY THIS AMOUNT IF PAID BEFORE PENALTY DATE	\$
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DATE DUE			PAY THIS AMOUNT IF PAID BEFORE PENALTY DATE	\$																		
DO NOT BEND		DO NOT BEND		FEE NOT REQUIRED FOR INACTIVE STATUS 12M 872237-0																		

Back

CIRCLE APPROPRIATE NUMBERS OR SUPPLY INFORMATION (Please print information supplied in capital letters)																							
<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> <p>Give name under which you registered _____</p> <p>Year of registration in N.C. _____</p> <p>Nursing School from which you graduated _____</p> </div> <div style="width: 60%;"> <table border="1" style="width: 100%; border-collapse: collapse; font-size: small;"> <tr> <td style="width: 25%;"> A. YEAR OF BIRTH _____ </td> <td style="width: 25%;"> F. MAJOR FIELD OF EMPLOYMENT 1. HOSPITAL OF OTHER INSTITUTION 2. SCHOOL OF NURSING 3. PRIVATE DUTY 4. PUBLIC HEALTH NURSE (EXCEPT 7) 5. INDUSTRIAL NURSE 6. OFFICE NURSE 7. SCHOOL NURSE 8. OTHER (SPECIFY) _____ </td> <td style="width: 25%;"> I. EMPLOYED IN THE STATE OF _____ </td> <td style="width: 25%;"> J. IF RESIDING IN NO. CAROLINA GIVE COUNTY OF RESIDENCE _____ </td> </tr> <tr> <td> B. ACTIVELY EMPLOYED IN NURSING 1. YES 2. NO (ENTER YEAR LAST EMPLOYED) _____ </td> <td> C. EMPLOYED IN FEDERAL GOVERNMENT SERVICE 1. MILITARY 2. CIVILIAN </td> <td> G. MAIN TYPE OF POSITION 1. DIRECTOR OR ASSISTANT 2. CONSULTANT 3. SUPERVISOR 4. INSTRUCTOR 5. HEAD NURSE OR ASSISTANT 6. GENERAL DUTY OR STAFF 7. OTHER (SPECIFY) _____ </td> <td> K. STATES OTHER THAN N.C. IN WHICH CURRENTLY REGISTERED 1. _____ 2. _____ 3. _____ 4. _____ 5. _____ </td> </tr> <tr> <td> D. MARITAL STATUS 1. SINGLE 2. MARRIED 3. DIVORCED OR SEPARATED 4. WIDOWED </td> <td> E. STATE RACE _____ </td> <td> H. SEX 1. MALE 2. FEMALE </td> <td> L. STATE OF RESIDENCE _____ </td> </tr> </table> </div> </div>												A. YEAR OF BIRTH _____	F. MAJOR FIELD OF EMPLOYMENT 1. HOSPITAL OF OTHER INSTITUTION 2. SCHOOL OF NURSING 3. PRIVATE DUTY 4. PUBLIC HEALTH NURSE (EXCEPT 7) 5. INDUSTRIAL NURSE 6. OFFICE NURSE 7. SCHOOL NURSE 8. OTHER (SPECIFY) _____	I. EMPLOYED IN THE STATE OF _____	J. IF RESIDING IN NO. CAROLINA GIVE COUNTY OF RESIDENCE _____	B. ACTIVELY EMPLOYED IN NURSING 1. YES 2. NO (ENTER YEAR LAST EMPLOYED) _____	C. EMPLOYED IN FEDERAL GOVERNMENT SERVICE 1. MILITARY 2. CIVILIAN	G. MAIN TYPE OF POSITION 1. DIRECTOR OR ASSISTANT 2. CONSULTANT 3. SUPERVISOR 4. INSTRUCTOR 5. HEAD NURSE OR ASSISTANT 6. GENERAL DUTY OR STAFF 7. OTHER (SPECIFY) _____	K. STATES OTHER THAN N.C. IN WHICH CURRENTLY REGISTERED 1. _____ 2. _____ 3. _____ 4. _____ 5. _____	D. MARITAL STATUS 1. SINGLE 2. MARRIED 3. DIVORCED OR SEPARATED 4. WIDOWED	E. STATE RACE _____	H. SEX 1. MALE 2. FEMALE	L. STATE OF RESIDENCE _____
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<p>NOTE: YOUR PERSONAL COOPERATION IN CAREFULLY COMPLETING ALL DETAILS OF THIS QUESTIONNAIRE WILL PROVIDE VITAL STATISTICAL DATA FOR CIVIL DEFENSE, STATE AND NATIONAL STUDIES.</p> <p style="text-align: center;">→ PLEASE DO NOT BEND OR FOLD THIS CARD ←</p> <p style="text-align: left;">12M 872238-0</p>																							

Be sure your card is returned before January 1, 1956. All registrants whose envelopes are post marked after January 1, 1956 will be charged the \$5 reinstatement fee. The renewal fee and reinstatement fee are the same for the professional nurse and for the practical nurse.

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Margaret Johnson, Box 325, Roxboro, N. C.
Edna Petty, Gaston Memorial Hospital, Gastonia, N. C.

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Dorothy Bradley, 532 Dogwood Drive, Chapel Hill, N. C.
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- Careers: Florence Sackett, Chairman, P.O. Box 134, Chapel Hill, N. C.
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Lucy Boylan, 10 Village Apts., Chapel Hill, N. C.
Sister Mary Gertrude, Mercy Hospital, Charlotte, N. C.
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Alma McCracken, 518 Oakland Ave., Apt. 1, Charlotte
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Margaret Cheek, Rex Hospital, Raleigh, N. C.) chairmen
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Thelma Ingles, Duke Univ. Sch. of Nursing, Durham, N. C.
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Joseph Barnes, Rex Hospital, Raleigh, N. C.
Mary B. Kneeder, 1314 Banbury Rd., Raleigh, N. C.
Willetta Jones, A & T College School of Nursing, Greensboro, N. C.
Vivian Culver, Box 1233, Chapel Hill, N. C.
- Students to be named by committee

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(Code: Letters H-Ph-D-B refer to Departments)

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